

SIDE LETTER of AGREEMENT
Between the
Santa Clara Valley Water District
And
AFSCME Local 101, AFL-CIO, Employees Association
Regarding
Supervising Differential

Following meeting and conferring in good faith and in accordance with the provisions of State law and Santa Clara Valley Water District (District) regulations, this agreement between the District and AFSCME Local 101, AFL-CIO, Employees Association (Union), represents final understanding and agreement on the following, effective May 14, 2018.

The Union and the District agree that upon written approval of the Appointing Authority and the Deputy of Human Resources, positions in the following classes will be eligible to receive a Supervising Differential of 2.5% when assigned, on a continuing basis, to provide direct supervision to two or more full-time equivalent employees in budgeted positions.

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|---------------------------------|---|
| 1. Senior Accountant | 5. Senior Microbiologist |
| 2. Senior Biologist | 6. Senior Real Estate Agent |
| 3. Senior Chemist | 7. Senior Water Conservation Specialist |
| 4. Senior Environmental Planner | |

The incumbent must attend supervisor training as designated by management. If management withdraws the supervisory responsibility, the differential will be removed. The differential is not eligible for retroactivity.

Authorized Union Representative:



Ingrid Bella
President
Employees Association
AFSCME Local 101, AFL-CIO

Date: 10/23/18



John Tucker
Business Agent
AFSCME Local 101, AFL-CIO

Date: 10/23/18

Authorized District Representative:



Michael Baratz
Labor Relations Officer
Santa Clara Valley Water District

Date: 10/23/18

